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ABSTRACT

Noting the need for current, accurate information on the Colorado child care workforce in order to make policy and programmatic decisions, this report describes the enrollment capacity and provides a staffing profile of child care centers, directors, teachers, and family child care providers statewide. The report draws on data collected by means of surveys completed by 300 directors, and telephone interviews conducted with 100 teachers and assistants and 71 home providers. Key findings relate to characteristics of child care centers, including enrollment, capacity, and staffing. For each separate job classification (director, teacher/assistant teacher, family child care provider), the following information is provided: (1) demographic characteristics such as gender and racial/ethnic background; (2) qualifications (education and experience); (3) salary and benefits; (4) job responsibilities; (5) turnover; (6) philosophy of child care; (7) perceived challenges and rewards of the job; (8) job satisfaction; and (9) suggestions for improving child care. The report concludes by noting that with over 60 percent of Colorado children attending some form of child care, society would benefit from a well-educated and stable child care workforce and Colorado will benefit from investing in the state's child caregivers. Appendices include a glossary of relevant terms and director, staff, and home provider surveys. (KB)

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A profile of the Colorado Child Care Workforce in the year 2000.

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Who's Watching Our Kids?

A Profile of the Colorado Child Care Workforce in the Year 2000

Colorado Office of Resource and Referral Agencies, Inc. (CORRA) commissioned this report

This evaluation was conducted by:

Susan Grimm MSPH
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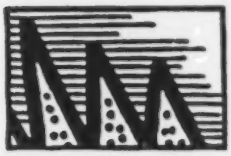

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CORRA thanks the following organizations for their generous support; because of their leadership this comprehensive and unique report exists. Buell Foundation, Chambers Foundation, Colorado Alliance for Quality School Age Programs, Colorado Association for the Education of Young Children, Colorado Child Care Coalition, Colorado Child Care Center Association, Educare Colorado, Denver Association for the Education of Young Children and the CORRA Partners.

Appreciation is also given to all those who graciously completed and returned surveys and participated in interviews. Their candid and heartfelt responses have illuminated child care in Colorado.

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Table 23. Percent of Full Time Child Care Staff Who Receive Full or Partial Benefits

	Resort	Rural	Front Range	Metro Denver
Individual Health	61%	59%	75%	84%
Family Health	33%	29%	49%	48%
Individual Dental	16%	34%	49%	62%
Family Dental	17%	19%	31%	44%
Life Insurance	55%	39%	47%	48%
Retirement	39%	50%	47%	52%
Continuing Education	77%	81%	70%	72%
Child Care	62%	64%	67%	68%

Table 24. Percent of Part Time Child Care Staff Who Receive Full or Partial Benefits

	Resort	Rural	Front Range	Metro Denver
Individual Health	36%	22%	28%	37%
Family Health	18%	8%	21%	20%
Individual Dental	18%	15%	15%	28%
Family Dental	18%	8%	9%	18%
Life Insurance	10%	26%	18%	24%
Retirement	18%	28%	23%	26%
Continuing Education	75%	60%	49%	59%
Child Care	58%	58%	65%	59%

This report is dedicated in loving memory to:

Nancy Castagnasso 1958 – 2000
and
Mary Culkin 1945 – 2000

Two friends who made a positive difference in the lives of our children.

You are missed.

This report is also dedicated to the child care professionals who provide care and education to our children.

Thank you.

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Background

Until this study, no one knew about "who was watching our kids" in Colorado. We have had minimal understanding of the child care workforce from estimates made regarding education, income and stability of various components of the child care industry. These estimates, however, did not tell the complete story. Without the whole story, policy and programmatic decisions have been made based on incomplete information or educated guesses at best.

Cost effective and coordinated systems of early childhood education cannot be developed without adequate understanding of the backbone of the industry. Too many important decisions impacting young children's growth and development have already been made without adequate knowledge and insight.

In spring of 2000, the Colorado Office of Resource and Referral Agencies (CORRA), Inc. conducted a study to profile the child care workforce in Colorado. CORRA hired an outside evaluator to coordinate and implement a statewide evaluation. Child care center directors, assistant directors, teachers, assistants and family child care center providers furnished data regarding salaries/wages, benefits, responsibilities, turnover, attitudes and satisfaction. Information was collected through surveys and interviews involving 471 providers across four regions: Metro Denver, front range, Rural, and resort areas.

This report summarizes the findings of the CORRA child care provider study in Colorado. The first section of the report describes the enrollment capacity and staffing profile of child care centers statewide. The remaining three sections are dedicated to profiling 1.) directors/assistant directors, 2.)teachers/ assistants and 3.) family child care providers. The in depth profiles include information detailing characteristics (age, race, etc.), qualifications, salary and benefits, responsibilities, turnover, philosophy of child care, challenges and rewards, job satisfaction and suggestions for improvement for each staff classification. It is not the intent of this study, however, to set salary guidelines for the child care industry.

The information presented here will allow for future state and community planning toward an early childhood coordinated system of care. It will move Colorado closer to having a quality child care system that supports not only children, but the adults who care for them. Only by ensuring a qualified, educated and appropriately compensated child care workforce, can Colorado's children receive the quality of out-of-home care and early learning environments they deserve.

Methodology

In an effort to get the complete story, this evaluation used a mixed methods approach to reach the 471 respondents. Three hundred directors were queried by written survey and 171 teachers, assistants, and home providers answered phone interviews. CORRA felt it was important, not only to collect valid quantitative data, but also to hear the opinions and sentiments of front line providers.

A random stratified sample of 300 center directors statewide answered a comprehensive survey detailing salary, benefits, qualifications and responsibilities for themselves and their staff. Because they were answering for both themselves and their staff, they provided information on nearly 3,000 child care center providers statewide.

Directors also responded to a series of open-ended questions regarding their philosophy toward caring for children, challenges and rewards, and suggestions for improving the industry statewide. One hundred of their staff were randomly selected to participate in phone interviews. Child care teachers and assistants participated in confidential

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interviews to share their experience and heartfelt thoughts. They answered questions regarding their attitudes toward caring for children, areas of challenge and reward and suggestions for improving the industry in Colorado.

Seventy-one randomly selected family child care providers were also interviewed confidentially. It was the intention of this evaluation to interview one hundred home providers, however a timing mishap in sending out a modified written version of the interview derailed the plan. Once home providers started receiving the survey by mail, they saw no reason to comply with the voluntary interview.

Family child care providers were asked questions about their business income, household income and benefits. They furnished information regarding their education qualifications and years of child care experience. They also answered questions parallel to those asked of center staff regarding attitudes, satisfaction and suggestions for improvement.

Tables A., B., and C. display the distribution of the 471 evaluation participants.

Table A. Distribution of 300 Center Director Surveys

	Number	Percent
Metro Denver	119	40%
Front Range – NDM*	94	31%
Rural (West Slope and Eastern Plains)	60	20%
Resort Areas	13	4%
Unidentified Area	14	5%

Data elicited from the 300 Director surveys is reported by geographic location where location-specific variations occur. Metro Denver includes Denver, Adams, Arapahoe, Boulder, Douglas and Jefferson Counties. "Front-range" includes all metropolitan sites along the front-range excluding Metro Denver. "Rural" encompasses those centers that classified themselves as Eastern Plains or Western Slope. "Rural" excludes mountainous resort areas. Resort areas have their own stratification in this report.

Table B. Distribution of 100 Center Staff Phone Interviews

	Number	Percent.
Metro Denver	66	66%
Front Range – NDM*	26	26%
Rural (West Slope and Eastern Plains)	6	6%
Resort Areas	2	2%

Table C. Distribution of Seventy-one Family Child Care Center Provider Phone Interviews

	Number	Percent
Metro Denver	10	15%
Front Range – NDM*	36	53%
Rural (West Slope and Eastern Plains)	18	12%
Resort Areas	3	14%
Unidentified Area	4	6%

It is important to remember while reflecting on the data in this report that resort area respondents comprise only four percent (13 centers) of the total survey population. Therefore resort results are based on a small, although fairly representative, number of respondents.

Interview data was collected primarily for qualitative evaluative purposes. Although an attempt was made to select a representative sample, the sample is too small to draw quantitative or geographic conclusions. It does, however, give voice to the sincere thoughts and opinions of front line child care providers who care for young children in homes and centers. Otherwise, data has been extrapolated to the overall child care provider population in Colorado.

*NDM = Non-Metro Denver

Child Care Centers

Enrollment

Relatively consistent distributions of child age groups occur among child care centers statewide, despite their location. Infants fill the fewest child care slots, followed by toddlers. An almost even split exists between preschool and school age children. Table 1 displays the relative distribution of children in centers throughout the state. It includes the statewide distribution as well as the range across Rural, Front Range and Metro Denver areas.

Table 1. Distribution of Children Among Centers by Age Group

	Metro Denver, Front Range, Rural Areas	Statewide Average
Infants	9% to 11%	10%
Toddlers	13% to 19 %	15%
Preschool	37% to 40%	38%
School Age	34% to 39%	37%

Resort areas reported slightly fewer infants (7%) and school age children (33%) in their centers and more toddlers (20%) and preschoolers (40%) than the statewide average.

Capacity

Licensed capacity within centers varies by region. Predictably, centers in Metro Denver have the largest capacity, resort areas the least. Although capacity varies by center, average infant, toddler, preschool and school age capacities are presented in Table 2 by region.

"We're not able to staff at full capacity with qualified teachers and aides."

Centers in Rural and resort areas sometimes accept the risk of violating their license by exceeding their legal capacities, particularly for toddlers. Front Range and

Metro Denver centers fill slots to near capacity with the most availability in school age slots. Enrolled capacity percentages over 100 percent may reflect shared slots. See table 3 for "percent capacity" figures.

Table 2. Capacity of Child Care Centers by Region

	Resort	Rural	Front Range	Metro Denver
Infants	5	10	12	14
Toddlers	12	17	19	22
Preschool	29	37	51	59
School Age	19	40	48	67

Table 3. Percent Capacity by Region

	Resort	Rural	Front Range	Metro Denver
Infants	100%	93%	95%	87%
Toddlers	119%	110%	94%	90%
Preschool	95%	101%	89%	96%
School Age	123%	85%	79%	84%

When Directors were asked to tell us why they were not fully enrolled, the number one reason they gave was that they *chose not to fill to capacity for quality purposes*: "We choose to under-enroll because it feels more comfortable in our space and lower group size allows for better supervision." Some enroll fewer students per teacher than the allowable ratio just to keep quality high: "We believe in smaller student/teacher ratios than Social Services would allow."

The second most common reason for under-enrollment is competition. Some centers said they compete with other centers in their area for children of certain age groups. Staffing constraints and turnover were given

as responses almost as frequently: "We're not able to staff at full capacity with qualified teachers and aides."

Staffing

Although some centers struggle with maintaining qualified staff, staff vacancy rates remain low throughout the state. With the exception of resort areas where vacancy rates run three percent for teachers and assistants, vacancy rates consistently average one percent statewide. Director vacancies are predictably non-existent since it is illegal to operate a center without one.

Table 4 Distribution of Full time, Part time and Volunteer Staff by Region

	Full time	Part time	Volunteer
Metro Denver			
Directors	86%	8%	6%
Assistant/Program Directors	68%	32%	0
Teachers/Group Leaders	66%	34%	0
Assistants/Aides	2%	28%	50%
Front Range			
Directors	85%	14%	1%
Assistant/Program Directors	81%	18%	1%
Teachers/Group Leaders	71%	26%	3%
Assistants/Aides	23%	43%	34%
Rural			
Directors	80%	17%	3%
Assistant/Program Directors	63%	31%	2%
Teachers/Group Leaders	65%	34%	0
Assistants/Aides	29%	67%	4%
Resort			
Directors	79%	21%	0
Assistant/Program Directors	63%	37%	0
Teachers/Group Leaders	57%	43%	0
Assistants/Aides	25%	57%	18%

Most paid staff in child care centers are full time workers with the exception of assistants and aides. Assistants and aides also fill more volunteer positions in centers than any other type of staff. This is no doubt influenced by state licensing requirements that mandate staffing qualifications and ratios. Volunteer staff are more prevalent in urban than Rural areas. Table 4 displays the relative percentages of full time, part time and volunteer staff by region.

Ratios of teachers to directors and assistants/aides to directors are greater in urban than Rural areas, perhaps reflective of often larger enrollments in urban centers. Urban centers employ five to six teachers and assistants to every one director. Rural and resort areas employ two or three for every one director. Larger centers may employ full or part time Assistant or Program Directors in addition to the Director. Table 5 shows staff-to-director ratios for child care centers by region.

Table 5. Staff- to-Director Ratios by Region

	Resort	Rural	Front Range	Metro Denver
Director	1	1	1	1
Assistant/Program Directors	.4 to 1	.7 to 1	.7 to 1	.6 to 1
Teacher Group Leaders	2 to 1	3 to 1	5 to 1	5 to 1
Assistants/ Aides	1.5 to 1	2 to 1	6 to 1	6 to 1

When center directors have to find substitutes for sick or vacationing staff they most often turn to parents or the local school district's substitute teacher list. Otherwise they use their own substitute list, former employees, part time/"floater" staff or other programs. Sometimes they go to former applicant pools: "We have candidates who were not hired but are great ladies." "Some job applicants don't want a regular schedule." A list of the top ten substitute sources follows with the frequency with which survey respondents cited them:

Parents	40
School District Sub List	37
In house/part time/floaters	33
Former employees	33
Own sub list	29
Other programs	23
Former teachers	14
Applicant pool	13
Advertising	12
Friends/acquaintances	12

Child Care Center Directors/Assistant & Program Directors

Characteristics

Most (52%) child care center directors are women over the age of 41. Less than four percent of directors and assistant directors statewide are men. Assistant directors are younger on average – 63 percent are under 40. Resort areas are the exception. Here most directors are younger than their assistants. Average age for resort area directors is 31 to 40 years old, assistants, 41 to 50 years. Table 6 displays age range data for directors and assistant/program directors.

Table 6. Age of Child Care Center Directors and Assistant/Program Directors Statewide

	Under 30	31 to 40	41 to 50	Over 50
Directors	23.3%	25.3%	33.5%	18%
Asst. Directors	39.3%	23.6%	27.5%	9.6%

Over 86 percent of directors and assistant directors statewide are white. Two to three percent are black and five to nine percent Hispanic/Latino overall. Slightly higher percentages of minority directors/assistant directors run centers in urban areas and slightly fewer in rural areas. Resort areas have exclusively white leadership. Racial ethnic distributions of directors and their assistants are presented in Table 7.

Table 7. Percent Racial Ethnic Distribution of Directors/Assistant Directors

	Metro Denver		Front Range		Rural		Resort	
	D	A	D	A	D	A	D	A
White	88	84	89	87	95	96	100	100
Black	6	4	2	1	0	2	0	0
Hisp./Lat.	4	11	7	7	5	2	0	0
Other	2	1	2	5	0	0	0	0

D = Director A = Assistant Director

Qualifications

- ***Education***

Over 50 percent of center directors statewide hold at least a bachelors degree. Most of those who do, are degreed in Early Childhood Education or a related field. About 14 percent statewide hold graduate degrees.

Nearly 45 percent of assistant directors statewide have bachelors degrees and another 47 percent have an associates degree or some college. They earn Early Childhood Education degrees more often than not.

Directors and assistant directors in resort areas are more likely to have degrees than those in other areas. Eighty-nine percent of directors in resort areas have at least a bachelors degree and 29 percent have a graduate degree. Seventy-five percent of resort assistant directors have a college degree. Assistant directors in the Metro Denver area were less likely to have a college degree than in other parts of the state. Table 8 shows the regional distribution of degreed directors and assistant directors.

Table 8. Percent of Directors and Assistant Directors with Education Degrees

	Metro Denver		Front Range		Rural		Resort	
	D	A	D	A	D	A	D	A
AA Degree /Some College	29	53	33	46	43	48	11	25
Bachelors/ Graduate Degree	61	37	52	45	55	48	89	75

D = Director A = Assistant Director

The relative distribution of directors and assistant directors with director qualification parallels the distribution of those with degrees. About 70 percent of center directors and 50 percent of assistant directors statewide are director qualified. Again, the percent qualified is greater in Rural and resort areas. Seventy-five percent of rural directors and 83 percent of resort directors are qualified. Likewise, 67 percent of assistant directors in rural centers and 75 percent in resort area centers have their director qualification.

It is unclear why 100 percent of directors responding to this survey are not director qualified since it is a requirement for center licensure. Perhaps some directors are still working toward qualification. Others might be directors of small or school age child care centers.

• *Experience*

Over 80 percent of child care center directors statewide have six or more years of child care experience. Nearly 60 percent have more than 10 years of experience. Slightly fewer (70%) rural directors have as much experience. In contrast, 89 percent of directors in resort areas have six or more years of experience and 77 percent have ten or more.

Assistant directors statewide have relatively fewer years of experience than directors. Fifty percent consistently have six or more years of experience. Assistant directors in resort areas are the exception. Virtually all that are included in the survey have ten or more years of experience.

Salary and Benefits

• *Salary*

Child care center director annual salaries, on average, are highest in resort areas (probably related to the high cost of living there)and lowest in Rural areas. Entry level salaries for starting directors are highest in Metro Denver at $24,502 annually but resort area directors have the potential to make salaries as high as $36,130 annually. A salary of $26,374 is considered high for a rural center director. Table 9 displays directors' entry level, average and high salaries by region.

Assistant directors' salaries do not demonstrate as much regional variation as directors' salaries. Similar to directors' salaries, assistant directors start out at higher salaries in Metro Denver than elsewhere in the state ($20,176). Rural salaries are similarly lowest when compared to other regions. Metro Denver offers the highest assistant director salaries ($24,752). Assistant Directors' salaries are displayed in table 10.

Table 9. Child Care Directors' Average Annual Salaries

	Resort	Rural	Front Range	Metro Denver
Entry Level Salary	$21,736	$22,048	$22,880	$24,502
Average Salary	$30,930	$23,920	$24,856	$27,643
Highest Salary	$36,130	$26,374	$29,640	$31,554

Table 10. Assistant Directors' Average Annual Salaries

	Resort	Rural	Front Range	Metro Denver
Entry Level Salary	$18,720	$17,514	$17,659	$20,176
Average Salary	n/a	$18,533	$19,427	$21,715
Highest Salary	$23,566	$20,800	$23,108	$24,752

Directors and assistant directors with more education and experience command higher salaries. On average, a director with

ten or more years of experience makes $26,790 annually compared to a director with less than two years of experience who makes an average of $23,816 annually. An assistant director with less than two years of experience makes $18,803 on average, whereas one with ten or more years of experience can make $21,986 annually.

Likewise, directors and assistant directors who have college degrees make the highest salaries. A college educated director makes $27, 336 annually and a college educated assistant director makes $21,674. Education level has less to do with salary for directors who have less than a college degree. Those without a degree make between about $23,000 and $24,000 a year. Assistant directors without degrees make between $18,700 and $19,600.

- ***Paid Benefits***

Any child care worker who provides care in Metro Denver and Front Range centers is more likely to have a better benefit package than those in other areas of the state. Statewide, 74 percent of full time paid child care center staff receive fully or partially paid health insurance for themselves. However, only 44 percent receive family health insurance: 39 percent partially paid and 5 percent fully paid. According to Colorado Department of Health Care Policy and Financing 1997-98 figures, 85 percent of all Coloradans have health insurance.

Variations exist between rural and urban centers. In the Metro Denver area, 84 percent of child care center staff receive a fully or partially paid health insurance benefit while only 59 percent of rural center providers receive individual health insurance. Still fewer (29%) rural providers receive family health insurance. Forty-eight percent of Metro Denver area center child care staff receive family health insurance from their employer. Full time providers in Metro Denver are also more likely to receive dental and life insurance.

A complete benefits list for full time employees is found in Table 11. Very few benefits are fully paid but some centers pay partial benefits. For the purposes of this report, full and partial benefits are combined. Benefits afforded part time staff are displayed in Table 12.

Table 11. Percent of Full Time Child Care Staff Who Receive Full or Partial Benefits

	Resort	Rural	Front Range	Metro Denver
Individual Health	6'%	59%	75%	84%
Family Health	33%	29%	49%	48%
Individual Dental	16%	34%	49%	62%
Family Dental	17%	19%	31%	44%
Life Insurance	55%	39%	47%	48%
Retirement	39%	50%	47%	52%
Continuing Education	77%	81%	70%	72%
Child Care	62%	64%	67%	68%

Part time employees in any industry are often provided partial benefits. Part time child care providers, however, are less likely to receive any benefits. About a third receive full or partially paid individual health insurance. The approximate one-third of assistant directors who are part time often have no benefits.

Child care center providers are more likely to receive continuing education and child care for their children than any other type of benefit. The provision of a continuing education benefit is most likely linked with licensure requirements. Providers who do not maintain licensure requirements would be less qualified to work in centers. And, providers who do not have child care for their own children would not be available to care for others' children.

Table 12. Percent of Part Time Child Care Staff Who Receive Full or Partial Benefits

	Resort	Rural	Front Range	Metro Denver
Individual Health	36%	22%	28%	37%
Family Health	18%	8%	21%	20%
Individual Dental	18%	15%	15%	28%
Family Dental	18%	8%	9%	18%
Life Insurance	10%	26%	18%	24%
Retirement	18%	28%	23%	26%
Continuing Education	75%	60%	49%	59%
Child Care	58%	58%	65%	59%

- ***Paid Time Off***

On average, entry level full time child care providers receive two weeks of vacation and seven sick days per year. Part time providers receive four vacation days and four sick days. These benefits are fairly uniform statewide with the exception of resort areas. Resort areas report giving three weeks of vacation and five sick days annually to entry level full time staff. Perhaps resort areas combine sick and vacation days to be used at the discretion of the employee. This would account for the variation in both sick and vacation days.

Responsibilities

Center directors and assistant directors are allotted paid time to plan activities, attend continuing education sessions and meet with parents. On average, center directors statewide receive nine hours per week to plan, six hours per month to conference with parents and three days a year to attend continuing education classes. Assistant directors receive six planning hours per week, five parent conference hours per month, and two paid continuing education days per year. Regional variations are presented in Table 13.

Table 13. Planning, Conferencing and Education Time Among Center Directors and Assistant Directors

	Planning Hours per Week		Parent Conference Hours per Month		Continuing Education Days per Year	
	D	A	D	A	D	A
Resort	4	2	13	6	4	3
Rural	6	5	6	3	3	2
Front Range	9	7	4	3	2	2
Metro Denver	11	8	7	7	3	3

D = Director A = Assistant Director

Child Care Center Directors spend about 40 percent of their time doing administrative tasks, 30 percent providing direct child care and 15 percent interacting with parents. Assistant directors spend about one fourth of their time in administrative duties, half of their time providing direct child care and 12 percent of their time interacting with parents.

The rest of the time directors and assistant directors spend training staff, planning, receiving continuing education or performing other center relevant duties. Both spend five to ten percent of their time in training and/or planning. Directors generally do more of both than their assistants. Little deviation in relative responsibilities occurs regionally.

Director Staff Turnover

Turnover rates statewide are 25 percent for full time child care provider staff and 32 percent for part time staff. Metro Denver has the lowest turnover rate of full time staff (25 %) and resort areas the highest (31%). Front Range center turnover rates for part time

Turnover rates are inversely related to salaries for full time center directors. Directors with below average turnover rates report average annual salaries of $27,040

staff exceed those of other parts of the state at 40 percent.
Metro Denver also holds lowest turnover rates for part time staff at 25 percent. Metro Denver centers are also able to offer the highest salaries, outside of the unique situation of resort areas. Table 14 displays turnover rates for full and part time staff regionally.

Table 14. Turnover Rates for Full and Part Time Staff by Region

	Resort	Rural	Front Range	Metro Denver
Full Time Staff	31%	27%	27%	25%
Part Time Staff	31%	31%	40%	25%

Statewide, turnover rates are inversely related to salaries for full time center directors. Centers with below average turnover rates report average annual director salaries of $27,040. Those with above average turnover rates pay directors, on average, salaries of $24,897 per year.

No such correlation exists among assistant directors. Assistant directors may stay in lower salaried positions longer because of the alternative compensation they receive from serving in a management trainee capacity. Assistant directorship may be a path to a better-compensated director's position rather than an end in itself.

This hypothesis is supported by the difference in longevity exhibited by directors versus assistant directors. On average, 53 percent of directors have been in their current positions more than five years compared to 30 percent of assistant directors.

Turnover rates among part time director or assistant director staff do not correlate with salary either. Less than 15 percent of directors and 25 percent of assistant directors are in part time positions. Perhaps the benefit of working a part time position neutralizes the desire for higher salary.

Directors' Philosophy of Child Care

When surveyed about their philosophy of child care, center directors most often said that it was to *provide a quality educational and developmentally appropriate experience* for children. The second most often cited philosophy was to *offer a nurturing, loving and caring environment.* We want "to provide an environment that is not only nurturing and safe but one that provides an opportunity to grow, learn and develop to the child's fullest potential." "Our center encourages the growth of the whole child."

When surveyed about their philosophy of child care, center directors most often said that it was to provide a quality educational and developmentally appropriate experience for children.

"Children need a loving environment where they may grow socially, emotionally, physically and learn how to be thinking, self-motivated individuals."

Several other directors spoke of their philosophy of *providing a safe environment, meeting individual child needs, providing a fun and happy experience* and *maintaining a respectful environment.* "Childhood should be a time of fun . . . where play is learning." "Young children should be provided the opportunity to learn through choice and exploration in a safe and consistent environment." "Allow children to grow and develop at their own pace without pushing them emotionally or academically."

When asked to list three characteristics critical for working with children, "loving, nurturing, caring and kind," topped the list.

The top ten philosophies of center directors statewide are summarized in the following list according to their frequency of response:

Provide a quality educational and developmentally appropriate environment	127
Offer a nurturing, loving and caring environment	109
Provide a safe environment	78
Meet individual child needs and choices	46
Provide a fun happy experience	41
Maintain a respectful environment	20
Build for tomorrow; children are our future	18
Build a child's self-esteem	12
Children come first	7
Develop good moral values	6

When asked to list three characteristics critical for working with children, *loving, nurturing, caring and kind* topped the list of 180 directors. *Patience* was the second most often cited ingredient (163), *education/experience*, third (77) and *empathy, compassion and understanding*, fourth (70). Other important attributes of quality child care providers cited by directors included open/flexible/accepting (54), creative (31), sense of humor (30), positive/enthusiastic (24), honest/integrity (23), good communication skills (15), and dedication/commitment (15).

Directors' Challenges/ Rewards

The almost unanimous response (270) from directors when asked about their greatest reward as a child care provider was *working with children and families*. Specific rewards cited include, "seeing young children with a sparkle in their eyes as they gain confidence and skills," and " daily contact with positive pure energy and innocence," and "watching the reaction of a child experiencing something new." Several also spoke of the "hugs from children and their parents," "seeing the world through the eyes of a child," and "seeing children have fun and grow up, knowing that I've helped in some way."

The number one challenge cited by directors was finding and keeping quality staff.

The number one challenge cited by directors was finding and *keeping quality staff* (131). Many directors cited poor wages as a key factor: It's hard to "keep staff motivated when their wages are inadequate." "I have to keep staff and myself content with low pay, no benefits and lack of support." "It's hard to find good quality staff who are willing to work for low wages."

"I have to keep staff and myself content with low pay, no benefits and lack of support."

The second most common directors' challenge is *time management* (47), third, *communication with parents* (44), and fourth, *lack of adequate funding* (23). Only 12 directors cited *dealing with challenging children* as their biggest challenge and fewer yet cited *dealing with rules and regulations* (3) or *paperwork* (6).
Several spoke about the difficulty in juggling many responsibilities: "It's hard being a teacher, accountant, mom, counselor, friend and wife all at the same time." I want to "make sure I'm meeting everyone's needs: finding the balance between staff, parents, children and business."

Communicating with parents poses special issues for some directors. Included are "getting parents involved in their child's life," "talking to parents when their child needs behavior modification," "getting parents to follow policies," "dealing with parents who don't understand the rates" and "conflicts with parents who unwittingly create obstacles for their child's development: TV, late nights, poor nutrition, etc."

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Directors' Job Satisfaction

Most center directors (158) say they work in child care because they *love and enjoy children*. "I love seeing children develop in all aspects of life." "Children are the most incredible and amazing humans I deal with." "I love the open-eyed, open-minded wonder of the young child." "I love interacting with children and families and watching them grow."

A large constituency of directors get their reward from doing important work with the ability to make a difference: It's "worthwhile now and for generations to come."

A large constituency of directors (93) get their reward from *doing important work* with the *ability to make a difference*: It's "worthwhile now and for generations to come." "I know I can make a positive difference on each of their lives." "I find it very satisfying to know that I'm using my talents to fill a great need in our society." "It's very fulfilling and what I do best."

Although many directors reap abundant personal rewards from their work with children, over half of the respondents said they *sometimes think about leaving the field*. Over half of those who think about leaving do so because of poor salaries: "Wages are not comparable for the responsibility when compared to other businesses." "I could earn more waitressing." "It doesn't support the cost of living." "I have family conflict over low wages." "The money is poor and that would be one reason for leaving the field."

"I could earn more waitressing."

Long hours, stress and burnout make working in child care difficult for many directors. "It's a tremendous work load and struggle to balance job and family." "I average 60 hours per week and my body, my family and my mind suffer from it." "It's very exhausting." I feel burned out from working so hard with so little time off."

Other reasons that cause directors to sometimes think about leaving the field include staffing issues (20), lack of professional respect (19), parents (12) and lack of benefits (9).

Directors' Suggestions for Improvement

When directors were asked what could be done to improve the care of children in child care centers, suggestions to increase wages and benefits and provide more funding for centers predominated the list. In their comments, directors invariably linked higher wages and good benefits to quality staff: "Higher wages attract qualified, dedicated teachers." "Higher wages result in lower turnover." "Professional pay and wages [are needed] for educated staff." We "need higher benefits and wages to attract and keep skilled ECE trained personnel."

We "need higher benefits and wages to attract and keep skilled ECE trained personnel."

Several providers simply asked for more money. Some specified "more CCCAP funding," "more grant money to improve child care," "more state funded education for staff," and "funding available for for-profit centers." Several said they need money for *books, materials and equipment*. They "want to worry less about money and more about children."

Directors want the "ability to attract high quality staff." Over a third of the directors who responded to this survey struggle with attracting and keeping "competent, dependable, high quality staff." "We want qualified and caring people in the field . . . people that really want to be there." They feel consistency among caregiver staff is also essential to quality: "We need caregivers who will be there day after day and year after year." Directors' pleas for

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competent and consistent staff were consistently linked to the appeals for better salaries and benefits for their staff.

"We need to be respected for this call to teach." "Society needs to recognize the high impact and value of our work."

Directors feel the child care profession is undervalued and unappreciated. The entire industry suffers from lack of awareness and respect: "Child care providers need to be viewed as professional people." "We need to be respected for this call to teach." "Society needs to recognize the high impact and value of our work." "We need to get rid of the word daycare and change it to early childhood education." "The education community needs to regard the importance of quality early childhood education."

The following list summarizes the suggestions of the 300 center directors who responded to this survey. Their impassioned comments cannot be fully appreciated due to one-dimensional limitations of a written report.

Higher wages/more benefits	177
More consistent/qualified staff	114
More funding for centers	100
More affordable/available education opportunities for providers	85
More parent involvement/education	65
More support/respect/involvement from community and society	49
More staff/lower ratios	38
More equipment/supplies	24
More quality environments/curriculums; higher standards	18
More visitations by licensing specialists; stiffer rules/regulations	10

Child Care Center Staff: Teachers/ Group Leaders/ Assistants/Aides

Characteristics

For ease in reporting on the group of child care providers that includes teachers, group leaders, assistants and aides, teachers and group leaders are categorized together as "teachers" and assistants and aides as "assistants." Age and gender of child care center teachers and assistants varies little statewide. Most center teachers are women (95%) between the ages of 20 and 40. Most assistants are women (88%) under 30 -- over 40 percent are younger than 20. Statewide age distributions are displayed in Table 15.

Table 15. Age of Child Care Center Teachers and Assistants Statewide

	Under 20	20 to 30	31 to 40	41 to 50	Over 50
Teachers	5%	40%	26%	19%	10%
Assistants	41%	35%	12%	7%	5%

Table 16. Percent Racial Ethnic Distribution of Teachers and Assistants

	Metro Denver		Front Range		Rural		Resort	
	T	A	T	A	T	A	T	A
White	76	72	84	83	78	85	100	83
Black	7	7	4	2	2	0	0	4
Hisp./Lat.	13	18	9	13	18	15	0	9
Other	4	3	3	2	2	0	0	4

T = Teacher A = Assistant

Table 16 shows the racial/ethnic distribution of teachers and assistants across regions. Approximately 80 percent of child care teachers and assistants statewide are white, three to five percent are black and 12 to 16 percent are Hispanic/Latino. Approximately ten percent more minorities are teachers or

assistants than are directors or assistant directors. Rural areas employ the highest percentage of Hispanic/Latino teachers. With the exception of rural centers, there are more Hispanic/Latino assistants working in centers than Hispanic/Latino teachers.

Qualifications

• Education

Between 70 and 100 percent of center teachers, depending on location, have some form of college education. One fourth of teachers in Front Range and Rural areas hold college degrees, 41 percent in the Metro Denver area and 66 percent in resort centers.

While not a licensing requirement, approximately half of all assistants have some high school or a high school/GED degree. This is consistent with the reality that 41 percent of all assistants are under the age of 20. In Metro Denver and resort areas, one third of assistants have AA degrees or some college and 10 to 20 percent have college degrees. In Rural and Front Range areas, 43 percent of assistants have AA degrees or some college and 3 to 4 percent have college degrees.

Region specific educational attainment of child care center teachers and assistants is presented in Table 17.

Table17. Education Status of Child Care Center Teachers and Assistants

	Metro Denver		Front Range		Rural		Resort	
	T	A	T	A	T	A	T	A
Some High School	2	29	1	24	6	19	0	24
High School or GED	17	30	29	29	24	35	0	24
AA Degree or Some College	40	30	47	43	45	43	34	33
College Degree	41	11	23	4	25	3	66	19

T =Teacher A = Assistant

Forty-seven percent of child care center teachers statewide have group leader and/or director qualifications in addition to their degrees. At a minimum, teachers must be group leader qualified. Some assistants have group leader qualification and a few have director qualification. A higher percentage (9%) of assistants in rural areas have director qualification than in any other region of the state. Nearly 30 percent of assistants in Resort centers have group leader qualification compared to four to ten percent statewide. On average, thirty to forty percent of assistants maintain six or more non-credit training hours of early childhood education coursework per year. Table 18 displays data on teacher/assistant certification.

Table 18. Qualifications of Child Care Center Teachers and Assistants by Region

	Metro Denver		Front Range		Rural		Resort	
	T	A	T	A	T	A	T	A
Director Qualified	9	1	4	0	10	9	2	5
Group Leader Qualified	37	10	39	4	43	4	36	29
Six or More Hours ECE	52	41	30	38	39	36	57	14

T = Teacher A = Assistant

• Experience

The majority (78%) of child care center assistants have two or less years of child care experience. Over half of all teachers have three to ten years of experience. This data is in alignment with the average age for each type of provider. Twenty percent of all child care teachers have ten or more years of experience. Less than four percent of assistants have worked in child care for ten or more years – again consistent with the average age (under 20) for assistants.

Salary and Benefits

• Salary

Hourly wages for child care center teachers

are highest in Metro Denver and Resort areas. Teachers in these areas can start at around $8.00 per hour and attain a high salary of close to $11.00 per hour. Rural teacher entry level, average and high salaries are consistently lower than anywhere else in the state. A rural child care teacher will start at $7.30 per hour but usually never go any higher than $8.80 per hour. Front Range child care teacher salaries fall in between Metro Denver and rural figures. See Table 20 for regional variations among child care teacher salaries.

Table 19. Percent of Teachers and Assistants With Designated Years of Child Care Experience

	Metro Denver		Front Range		Rural		Resort	
	T	A	T	A	T	A	T	A
Two Years or Less	23	68	31	86	29	80	43	81
Three to Ten Years	51	24	52	13	56	17	33	14
More Than Ten Years	26	8	17	1	15	3	24	5

T = Teacher A = Assistant

Table 20. Child Care Teachers' Average Hourly Wages

	Resort	Rural	Front Range	Metro Denver
Entry Level Wage	$7.90	$7.30	$7.37	$8.11
Average Wage	$9.49	$7.70	$8.14	$9.52
Highest Wage	$10.87	$8.80	$9.31	$10.99

Child care assistants average around $7.00 per hour with somewhat higher averages in Metro Denver and Resort areas. Entry level assistants statewide barely exceed minimum wage. A child care assistant in Metro Denver can attain a high salary of $8.20 per hour but Front Range and Rural assistants rarely exceed an average $7.25 per hour. Assistants in Resort areas make $10.87 per hour no doubt due to the higher cost of living in those areas.

Table 21. Child Care Assistants' Average Hourly Wages

	Resort	Rural	Front Range	Metro Denver
Entry Level Wage	$7.14	$6.03	$6.18	$6.79
Average Wage	$7.86	$6.51	$6.57	$7.43
Highest Wage	$10.87	$7.29	$7.22	$8.20

Hourly wages are somewhat related to years of experience for child care teachers and definitely correlated to education level. A child care teacher who has less than ten years of experience averages $8.40 per hour statewide. Those with ten or more years of experience average $10.15. Child care teacher wages increase with the number of years of schooling. Those with high school or less average $7.75 per hour; those with college degrees, $10.16 per hour.

Education and experience also make a difference in child care assistant wages. A few years of experience or education can mean a difference of $0.50 to $1.00 per hour. Table 22 outlines the correlation between wages and experience, and wages and education for child care teachers and assistants.

Table 22. Correlation between Wages and Experience and Wages and Education for Child Care Teachers and Assistants

Experience		
	Teacher	Assistant
0 –2 Years	$8.44	$6.77
3 – 10 Years	$8.40	$7.83
10 + Years	$10.15	$8.13
Education		
	Teacher	Assistant
High School or Less	$7.75	$6.75
Some College or AA Degree	$8.18	$7.49
College Degree	$10.16	$8.28

- ***Paid Benefits***

Paid benefits described in this section of the report repeat the description included

under the previous section on child care center directors and assistant directors because staffing types were not differentiated in the survey questions regarding benefits. The discussion is repeated here for the benefit and convenience of those who may be reading only this section of the report.

Statewide, 74 percent of full time paid child care center staff receive fully or partially paid health insurance for themselves. However, only 44 percent receive family health insurance: 39 percent partially paid and 5 percent fully paid. According to Colorado Department of Health Care Policy and Financing 1997-98 figures, 85 percent of all Coloradans have health insurance.

Variations exist between rural and urban centers. In the Metro Denver area, 84 percent of child care center staff receive a fully or partially paid health insurance benefit while only 60 percent of Rural center providers receive individual health insurance. Still fewer (30%) Rural providers receive family health insurance. Forty-eight percent of Denver area center child care staff receive family health insurance from their employers. Full time providers in Denver are also more likely to receive dental and life insurance.

A complete benefits list for full time employees is found in Table 23. Very few benefits are fully paid but some centers pay partial benefits. For the purposes of this report, full and partial benefits are combined. Benefits afforded part time staff are displayed in Table 24.

Part time employees in any industry are often provided partial benefits by their employers. Part time child care providers, however, are less likely to receive any benefits from their employers. Only a third receive full or partially paid individual health insurance. Because many child care assistants are part time providers, particularly in rural areas, many go without employer paid benefits and their wages do not afford them the ability to purchase benefits out-of-pocket.

Child care center providers are more likely to receive continuing education and child care for their children than any other type of benefit. The provision of a continuing education benefit is most likely linked with licensure requirements. Providers who do not maintain licensure requirements would be less qualified to work in centers. And, providers who do not have child care for their own children would not be available to care for others' children.

Table 23. Percent of Full Time Child Care Staff Who Receive Full or Partial Benefits

	Resort	Rural	Front Range	Metro Denver
Individual Health	61%	60%	75%	84%
Family Health	33%	39%	49%	48%
Individual Dental	16%	31%	49%	62%
Family Dental	17%	18%	31%	44%
Life Insurance	55%	42%	47%	48%
Retirement	39%	47%	47%	52%
Continuing Education	77%	80%	70%	72%
Child Care	62%	62%	67%	68%

Table 24. Percent of Part Time Child Care Staff Who Receive Full or Partial Benefits

	Resort	Rural	Front Range	Metro Denver
Individual Health	36%	25%	28%	37%
Family Health	18%	10%	21%	20%
Individual Dental	18%	15%	15%	28%
Family Dental	18%	10%	9%	18%
Life Insurance	10%	22%	18%	24%
Retirement	18%	26%	23%	26%
Continuing Education	75%	63%	49%	59%
Child Care	58%	58%	65%	59%

- ***Paid Time Off***

The information on *paid time off* is a repeat of that found in the prior section on directors, included here, again, for the benefit of those reading only this section of the report. On average, entry level full time child care providers receive two weeks of vacation and seven sick days per year. Part time providers receive four vacation days and four sick days. These benefits are fairly uniform statewide with the exception of Resort areas. Resort areas report giving three weeks of vacation and five sick days annually to entry level full time staff. Perhaps Resort areas combine sick and vacation days to be used at the discretion of the employee. This would account for the variation in both sick and vacation days.

Responsibilities

Child care teachers and assistants are afforded time to plan, meet with parents and attend relevant course work. Teachers receive two to four hours per week for planning. Assistants receive one to three hours. Teachers can spend an average of five to seven hours per month conferencing with parents while assistants spend two to three in conferencing. Both are allowed two to three paid days off per year to attend continuing education classes. Table 25 shows the slight variations in support time afforded child care teachers and assistants in different regions of the state.

Table 25. Planning, Conferencing and Education Time for Center Teachers and Assistants

	Planning Hours per Week		Parent Conference Hours per Month		Continuing Education Days per Year	
	T	A	T	A	T	A
Resort	2	0	5	0	3	2
Rural	4	2	5	3	2	2
Front Range	3	1	6	2	2	2
Metro Denver	4	3	7	2	2	2

T = Teacher A = Assistant

Child care teachers spend about three-quarters of their time providing direct child care. About fifteen percent of their time is spent planning or meeting with parents. The remaining ten percent is used to do paperwork, take coursework or train other staff.

Child care assistants spend almost 90 percent of their time providing direct care. The rest of the time they interact with parents, do paperwork or take classes.

Provider Staff Turnover

As discussed in the prior section on director turnover, turnover rates for all child care workers statewide are 25 percent for fulltime child care provider staff and 32 percent for part time staff. Metro Denver has the lowest turnover rate for full time staff (25 %) and Resort areas the highest (31%). Front Range center turnover rates for part time staff exceed those of other parts of the state at 40 percent. Metro Denver also holds lowest turnover rates for part time staff at 25 percent. Metro Denver centers are able to offer the highest wages outside of the unique situation of Resort areas. Table 26 displays turnover rates for full and part time staff regionally.

Generally, the higher the wage, the lower the turnover rate. This finding is consistent with comments made by directors who relate difficulty in maintaining consistent quality staffing to low wages.

Table 26. Turnover Rates for Full and Part Time Staff by Region

	Resort	Rural	Front Range	Metro Denver
Full Time Staff	31%	27%	27%	25%
Part Time Staff	31%	31%	40%	25%

A correlation exists between turnover rates and wages for full and part time child care teachers and assistants. Generally, the higher the wage, the lower the turnover rate. This finding is consistent with comments made by directors who relate

difficulty in maintaining consistent quality staffing to low wages.

Sixty two percent of child care assistants included in this study had been in their current position less than eleven months and 86 percent had been there less than two years. Sixty percent of teachers had been in their positions for less than two years. Table 27 demonstrates the association between low wages and high turnover for teacher and assistant staff.

Table 27. Relationship between Turnover and Wages for Child Care Teacher and Assistant Staff

	Above Average Turnover Rates	Below Average Turnover Rates
Teachers		
Full Time	$8.23	$8.93
Part Time	$8.61	$9.27
Assistants		
Full Time	$6.87	$7.03
Part Time	$6.87	$7.30

Center Staff Philosophy Regarding Child Care

When 100 child care staff were asked their philosophy about caring for children, the most frequently given response was some version of *to provide love, nurturance, support, attention and care:* "They need love and attention for them to grow." "Make sure they are loved in a structure that supports them." "I try to treat them as they're my own family since they spend more time with me."

"They need love and attention for them to grow."

The second and third most common responses to the philosophy of child care question relate to the provision of a developmentally appropriate learning environment that is fun and playful. Several respondents believe children should "learn through lots of hands-on experiences and exploratory stimulation."

Also, high on the child care philosophy list for these providers is respect for individual children's needs, instilling values and offering an opportunity for self expression. "Each child is different and unique so each requires different care." "I pull out the best in each of them while seeing their individual needs." "I give them choices." I teach them "fairness and respect to each other."

Children should "learn through lots of hands-on experiences and exploratory stimulation."

When asked what made them well suited to caring for children, nearly half of those asked said it was because *they love children*. Over one third of respondents attributed their unique suitability to care for children to *patience, understanding, and compassion.* Still others mentioned their education or experience, their fun loving nature or being a parent or grandparent themselves. "I have good rapport with parents and children." "I see each child as an individual, not part of a group." "I care about them and find each one wonderful."

"Each child is different and unique so each requires different care."

Many teachers and assistants (44%) believe they could provide even better care for children if they could get more training or education. "I [need] guidance to deal especially with special needs and challenging children." I want to know "how to interact with parents on sensitive issues." I "need a psychology course on how to deal with kids' behaviors." Only ten percent felt that higher wages would make them a better provider. For most providers, money is not child care's highest reward.

For most providers, money is not child care's highest reward.

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Center staff philosophies toward caring for children are summarized here in the frequency with which they were shared by interviewees:

Provide love/nurturance/support/care	27
Offer educational/learning environment	19
Offer fun/free play environment	18
Meet individual needs/respect differences	16
Instill values/morals	11
Allow for self expression/build self esteem	10
Offer safe environment	9

Child Care Center Staff Challenges and Rewards

Child care staff feel there are "lots of personal rewards from working with kids." Ninety-one percent say the best thing about being a child care provider is *working with kids*. According to them, not much else comes close to "seeing children learn and grow . . . putting smiles on kids faces . . . watching kids mature . . . seeing them accomplish and have pride . . . seeing the glow in a child's eyes." Providers say they "enjoy every day as being new and different." "I love teaching children, they give me a wonderful sense of satisfaction." Several also like the fact that they "get to be part of the kids' families."

When asked about the challenges of being a child care provider, the number one answer was *low pay and lack of benefits*. "The pay doesn't keep up with inflation." Most did not elaborate on their answers but simply listed "low pay" as the least satisfactory aspect of their child care job.

The second greatest challenge, according to providers is *dealing with parents*. Providers particularly commented about some *parents' lack of respect and low involvement*. "Parents don't support teachers and don't reinforce our teaching at home." We feel "disrespect from parents – they think it's not an important job [but what we do] is very influential in their lives." "The status of a child care provider in our society is at the bottom. We should have more respect."

Long hours, paperwork and disciplining children are irritations for some providers. Others mentioned high teacher/child ratios and stress as issues. "I have too much to do and not enough time."

Child Care Staff Satisfaction

Consistent with the high turnover rates, when asked about their last position, a third of the providers who were interviewed said *they used to be a provider at another center*. Other frequently held previous positions include *office worker, retail position, teacher, home provider* or *restaurant worker*. Providers most often said they left their previous positions because *they moved, didn't like the management, started a family or didn't like the job*. Some came to their current child care position because they *wanted to work with children*. Others left previous positions that had *low pay or no benefits*.

"The status of a child care provider in our society is at the bottom. We should have more respect."

When asked why they started work in their current position, over half said they wanted to work in child care and/or be with their own children. "I wanted a job where I could be with my kids." "I love small children . . . like working with kids . . . enjoy the kids . . . wanted to teach early childhood education." "The position was available in my chosen field." A few had friends or family who worked at the center. Others wanted a tuition break for their own children or liked the hours.

"I wanted a job where I could be with my kids."

Eighty-five percent of providers interviewed by phone said they were satisfied with chances for career development and 93 percent feel they have the proper training for their child care job. Only half are

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satisfied with their current pay and benefits, however. Over half feel they have too much responsibility for too little pay. Eighty percent frequently think about quitting their child care job.

Although monetary rewards are less than satisfactory, personal reward is high among providers who were interviewed. One hundred percent of interviewees said that their child care job allows them to do important and meaningful work. Ninety-three percent said that it makes good use of their skills and requires them to keep learning new things. Only two percent felt their job was too easy or boring. Slightly less than three-fourths feel they receive adequate recognition for their work.

Eighty percent frequently think about quitting their child care job.

One hundred percent of interviewees said that their child care job allows them to do important and meaningful work.

Child Care Staff Suggestions for Improvement

Sixty-six percent of the child care staff interviewed feel that the best thing that can be done to improve child care in Colorado is to *increase pay for providers*: "We need better pay so teachers will stay." "Make pay just even adequate for teachers." "Give higher pay for this very, very responsible job." "Increase pay to decrease turnover." "Better pay gets better qualified people." "Pay should be equal for preschool and elementary school teachers."

"Pay should be equal for preschool and elementary school teachers."

After higher pay, the next most frequently suggested improvements include *more varied and affordable training, more equipment/supplies, more provider benefits and smaller teacher/child ratios*. Many providers would like to have *more educational programs available through their employers*. They say they need more training with regard to *communication, management, child behavior, dealing with parents* and *special needs children*. Training needs to be more affordable and accessible – on-site if possible. More respect and support from both the community and government was mentioned by several providers. "Educate the government on what child care is. They view it as babysitting, not education, and don't respect what centers have to go through to get licensed." We need "publicity to help the public become aware of the importance of child care in the absence of *stay-at-home parents* now-a-days." "Emphasize the importance of early childhood education to the government."

Many providers would like to have more educational programs available through their employers.

A list of child care staff suggestions and the frequency with which they were mentioned by interviewees is included here:

Higher pay for providers	66
More varied and affordable provider training	33
More equipment/supplies	23
More benefits for providers	22
Smaller teacher/child ratios	20
More centers that meet families' needs	15
More respect and support from community and government	14
More qualified providers	12
Regulate centers more closely	12
More parent education	11
Subsidize child care costs for parents	10

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Family Child Care Providers

Characteristics

Based upon the 71 family child care providers interviewed by phone, the average age of the home provider is 41years. Only one provider was under 20 and 14 were older than 50. The majority (68%) are between the ages of 31 and 50. Eighty one percent are white, three percent black and 13 percent Hispanic/Latino. Tables 28 and 29 display the age distribution and race/ethnicity among home providers interviewed.

Table 28. Age Distribution of Family Child Care Providers Interviewed

Age Range	Percent in Range
17 to 20	1 %
21 to 30	10 %
31 to 50	68 %
51 or older	21 %

Table 29. *Race/Ethnicity of Family Child Care Providers Interviewed*

White	81 %
Black	3%
Hispanic/Latino	13%
Other	3 %

Over half of the family child care providers interviewed said they had been in the child care business more than five years. Twenty-three percent had their businesses one to two years and twenty-four percent had been in business three to five years.

Table 30. Child Care Experience of Interviewed Family Child Care Providers in the Field and in Their Own Business

	Worked in Field	Had Own Business
< 1 Year	1%	1%
1 to 2 Years	14%	23%
3 to 5 Years	21%	24%
> 5 Years	64%	52%

For most, their home business was not their initial experience in the child care industry. Forty-five percent had worked in child care at least ten years. Eighty-four percent had been in the industry at least three years. However, only 16 percent had ever worked for a licensed child care center. Those that had, averaged less than two years in a licensed facility. Table 30 displays the experience of family child care providers in the industry and in their own business.

Eighty-six percent said they work more than 40 hours per week. Four percent work a forty hour week and ten percent work less than 35 hours per week. Only thirty percent provide evening care and twenty-eight percent provide weekend care. See Table 31.

Table 31. Hours Worked per Week by Interviewed Family Child Care Providers

> 40 Hours	86 %
40 Hours	4 %
35 to 40 Hours	1 %
20 to 34 Hours	3%
< 20 Hours	6%

When a family child care provider is sick and cannot take care of children in their home, twenty-four percent have a back-up who provides care for them. Twenty-one percent work anyway. Fifteen percent depend on their husband or other family member to help out and 14 percent expect parents to have their own substitutes. Eleven percent close down for the day and another 11 percent said they never get sick. See these figures displayed in Table 32.

Table 32. What Happens When a Family Child Care Provider Gets Sick:

Use a Back-up	24 %
Work Anyway	21 %
Depend on Family Member	15 %
Parents Get Substitutes	14 %
Close Down	11 %
Never Get Sick	11%
Other	4 %

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Qualifications

A third of family child care providers interviewed have a high school education or less. Almost fifty percent have some college or an AA/AS degree, although none have their AA/AS degree in early childhood education. Eighteen percent have a college degree. Three percent have a BA/BS degree in early childhood education.

Less than twenty percent of the family child care providers interviewed have any type of child care center staff qualification. Ten percent are group leader qualified and four percent have director qualification. Nearly 50 percent said they take one to twelve workshop hours per year and another 48 percent take more than 12 hours of workshops per year. Licensing requires nine clock hours per year. Tables 33 and 34 display educational and qualification status of home providers.

Table 33. Education Level of Interviewed Family Child Care Providers

Some High School	4%
High School Diploma/GED	29%
Some College	49%
Bachelors Degree of Higher	18%

Table 34. Center Staff Qualifications of Interviewed Family Child Care Providers

Group Leader Qualified	10 %
Director Qualified	4 %
Other	5 %

Salary and Benefits

When asked to estimate their hourly wage as a family child care provider, responses averaged $6.79 per hour. Forty-four percent reported an hourly wage of less than $6.00 per hour but twenty-eight percent reported making $10.00 per hour or more. See Table 35 for a detailed wage description.

Average annual household income reported by family child care providers generally ranged between $21,000 and $50,000. Twelve percent fell below $20,000 annually and thirty-two percent above $50,000.

Table 35. Family Child Care Provider Wages Among Interviewed Providers

Hourly Wage	Percent
Less Than $6.00	44 %
$6.00 to $6.99	9 %
$7.00 to $7.99	7 %
$8.00 to $8.99	9 %
$9.00 to $9.99	3 %
$10.00 to $10.99	9 %
$11.00 or More	19 %

Seventy percent of family child care providers have health insurance for themselves and their families but 90 percent of the time the health insurance is provided by their spouse or significant other. Only 10 percent of the time does the home care provider furnish her own family health insurance. The same is true of family dental insurance. Of the fifty-six percent who have family dental policies, 92 percent of the time a spouse or significant other provides them. Twenty-three percent have disability insurance, 68 percent have life insurance and 54 percent have retirement plans. With the exception of life insurance, someone else in the family usually provides all other types of insurance. A complete picture of benefits maintained by home providers is displayed in Table 36.

Family child care providers want to "provide a home away from home." They believe children feel more comfortable in a home environment.

Table 36. Benefits Maintained Family Child Care Providers Interviewed

	Percent With	Provided by Self	Provided by Spouse /SO
Health Insurance (self)	27%	50%	50%
Health Insurance (fam)	70%	10%	90%
Dental Insurance (self)	16%	45%	55%
Dental Insurance (fam)	57%	8%	92%
Disability Insurance	23%	19%	81%
Life Insurance	68%	67%	33%
Retirement Plan	54%	42%	58%

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Family Child Care Provider Philosophy of Child Care

When family child care providers were asked about their philosophy toward caring for children, they most often (46 %) talked about providing the proper kind of environment. Several feel the environment should be unstructured, fun and stimulating but also safe and secure. They value variety or experience for the children under their care: "I offer a varied but repetitious curriculum." "Kids need guidance and the opportunity to use their imagination." "They need lots of different kinds of stimulation." "Children want to learn when they have the appropriate environment and materials." Some said they provide care for children from low-income families and want to give them the experience "they don't get at home."

Several family child care providers want to "provide a home away from home." They believe children feel more comfortable in a *home environment*. Their intention is to "give lots of love and attention" and "care for children as if they were their own." They "want kids to feel loved and secure." Compared to center providers, home providers seem to emphasize a nurturing environment over an educational one.

Some providers mentioned teaching values and meeting children's individual needs. Others feel it is important to empower and build self-esteem. A summary list of family child care provider philosophies toward caring for children follows:

Offer fun unstructured environment	17
Implement stimulating environment	15
Offer safe/secure environment	14
Give love/nurture	9
Provide home away from home	9
Teach values/morals	9
Meet individual needs	8
Empower/build self-esteem	4

Family child care providers most often mentioned their *experience* and/or *being a mom/grandma* as the attribute that makes them well suited to care for children. Several also attributed their skill to having *patience* and *love* for children. Other traits mentioned include compassion, understanding, caring, dependable, responsible, trustworthy and educated.

When asked what would make them a better provider . . . they most frequently talked about the availability of varied and affordable continuing education.

When asked what would make them a better provider, the family child care providers' list of responses was nearly identical to that of center staff. They most frequently talked about *the availability of varied and affordable continuing education*. Secondly they mentioned *improved pay*. Several also mentioned *subsidies for food and educational materials* and *more respect from community and parents*.

What family child care providers like best about their job is working with children. "It's amazing to watch them grow and develop." The second most frequent reason for being a home provider is being able to stay home with one's own kids.

Unlike center staff, some family child care providers felt they would be better providers if regulation was updated and reasonable. "Regulation is sometimes not practical or safe . . . the legislature is outdated . . . parents don't work 9 to 5 anymore." "Caregivers take a lot of classes in order to get licensed . . . it's frustrating there are so many unlicensed providers." "If rules weren't changed so much, it wouldn't be so costly and time consuming for providers . . . we need less paperwork and more time spent with children."

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Family Child Care Provider Challenges and Rewards

Not unlike center providers, what family child care providers like best about their job is *working with children*. Eighty-six percent listed this as their number one answer. "I like being with kids . . . working with kids . . . interacting with children . . . being around kids . . . listening to kids laugh . . . love their attitude . . . having a lot of different kids come through the door." "It's amazing to watch them grow and develop."

The second most frequent reason for being a family child care provider is *being able to stay home with one's own kids*. Several also mentioned the *challenge and independence*. I like "being my own boss . . . being an independent business owner . . being independent."

The number one challenge for family child care providers, they say, is *parents*. Their frustrations include *being treated like a babysitter, lack of respect, parent tardiness* and *lack of payment*. "They don't see you as a professional." "I don't get paid when I'm supposed to." "It's hard to get parents to understand that it's still a business." "Some parents have unrealistic expectations." "I'm only thought of as the *babysitter* when I provide many, many hours of child care per week for parents."

Their frustrations include being treated like a babysitter, lack of respect, parent tardiness and lack of payment. "They don't see you as a professional."

After parents, the next biggest challenges for family child care providers are *regulations, long hours, confinement* and *lack of good pay*. "I don't have time to do all the paperwork, administration and documentation." With regard to long hours and confinement, some "don't like being alone and miss adult interaction." "You can't go out in the middle of the day." "it's tough to be alone sometimes without any support." Many worry about the low pay. "I don't have financial security." My income "fluctuates too much."

Family Child Care Provider Satisfaction

Family child care providers come from several previous occupations. They include office worker, retail sales, medical assistant, laborer, waitress and civil servant. A small percentage (10%) said *they've always done child care*. The main reason given (62%) for leaving their previous job was *to be able to stay home with their own children*. Some *felt they could offer a better alternative to available care* or had been *asked by others to watch their children*.

Most (73%) say they are satisfied with their chances for career development as a family child care provider and have appropriate training (97%) to do their job. Sixty-six percent say they have adequate insurance benefits but only 55 percent are satisfied with the pay they receive. Twenty-three percent said they would get into some other kind of work if they had to choose again.

Ninety-seven percent [of family child care providers] say they enjoy the day to day activities of their child care job but 50 percent say they have too much responsibility for the pay they receive.

Ninety-seven percent say they enjoy the day to day activities of their child care job but 50 percent say they have too much responsibility for the pay they receive. Seventy-eight percent frequently think about quitting the child care business.

Although the hours are long and pay low, 99 percent of home providers say that providing child care allows them to do important and meaningful work.

Although the hours are long and pay low, 99 percent of family child care providers say that providing child care allows them to do important and meaningful work. Ninety-six

percent are proud to tell people they run their own child care business. Ninety-two percent say they keep learning new things.

Family Child Care Provider Suggestions for Improvement

When asked what could be done to improve child care in Colorado, family child care providers cited *more reasonable regulations* and *fewer regulation changes*, followed by *available and affordable continuing education* and *better pay*. "There are too many regulations – legislators don't think we have common sense." "Regulations are quite confusing . . . they need to send us guidelines on how to stay licensed." "They should allow us to take in more kids . . . it's hard for parents in mountain areas to find child care." "It's very expensive to make playgrounds meet code." "They need a different set of rules for homes and centers."

"Have a mentor system where experienced providers would come into homes."

With regard to continuing education, some family child care providers feel that "anything the state requires (CPR, First AID, etc.) should be made readily available to providers." Several also feel that required training "should be free or at least more affordable."

Better pay would improve child care for some providers particularly if "Social Services would increase their rates and pay providers overtime." Several mentioned the need for *increased funding for the food program* and *improved communications/relationship with Social Services*. "We need more state funding and support."

"We need more state funding and support."

Although several family child care providers struggle with regulation, some see the need for more inspection of homes and centers. "More folks need to be made available for inspection . . . need more state officials looking into homes and keeping tab on ratios in centers." "There are a few bad providers out there giving the profession a bad rap." "Have a mentor system where experienced providers would come into homes."

Home providers feel lack of respect for their profession just like their center colleagues do. "We need to educate the general public that providers are professionals with an education . . . not just babysitters." They also want to educate parents about their profession and form partnerships with parents: "We need "a forum where providers and parents could communicate each others' needs.

"We need to educate the general public that providers are professionals with an education . . . not just babysitters."

Following is a summary list of what home providers believe could be done to improve child care in Colorado:

Reasonable regulation/regulation changes	24
More provider subsidies/improved relations with Social Services	17
Available and affordable continuing education	16
Better pay	14
More parent education	10
More respect	9
Insurance for providers	8
More inspections of centers and homes	8

Conclusion

With over 60 percent of Colorado children attending some form of child care in their youngest years – the years when most brain development occurs – society benefits from a well-educated and stable child care work force. If our children are to succeed in their school years, we must pay attention to their preschool and out of school settings. As in any industry, the people who populate the field are the key to success and quality.

Colorado must invest in children by investing in our children's out of home and out of school caregivers/educators. The state will benefit tremendously on the other end in everything from improved health to a reduction in drug use and crime. Raising a child is the most important job in our society. They are worth our investment.

Appendix

Child Care Glossary

Child Care Center
Facility operating less than a 24 hour program to care for and educate children. May take children from 6 weeks to 12 years of age. Includes preschool, school age and Head Start programs.

Director
Equivalent to the principal of a school. Responsible for planning and supervising child development programs and oversight of staff. Must meet education requirements or approved "course of training" in non-degreed programs.

Assistant Director
Shares responsibilities with Director. One or the other must be on-site 60% of any day the center is open.

Group Leader (Teacher)
Responsible for a single group of children and works under the supervision of a director. Must meet experience and educational requirements.

Assistant/Aide
Must be at least 16 years of age. No experience or educational requirements and must work under the supervision of a director or group leader.

CCCAP
Colorado Child Care Assistance Program. Offers financial assistance for the purchase of child care to income eligible families.

Family Child Care
Child care business operated out of a private residence. Usually licensed for up to 6 full time and 2 school age children or 12 children in special circumstances.

Licensing
The state of Colorado Division of Child Care is legislatively responsible for licensing and oversight of all licensed home and center facilities. To obtain licensing information, call 303-866-5939. To order rules or licensing forms call 303-321-4164

***The above are generalized profile requirements for licensing. Because there are numerous "special" licenses available, variations on titles and requirements exist.**

CORRA "Who's Watching Our Kids?" Director Survey 2/28/00

CORRA would like to develop a profile of childcare providers in Colorado. You can help by answering the questions on this survey to the best of your ability. Please do not skip any questions. Please do not put your name or your Center's name on the survey to maintain confidentiality. It is important to print legibly when filling in your answers so that the computer can read your writing. Also, completely fill in circle answers where appropriate. Thank you for your help with our survey.

1. Please tell us in which of the following settings your center resides (choose only one):	2. In which county is your center located?
O Denver Metro O Front Range, non Denver Metro O Eastern Plains O Western Slope O Resort Area	

Age group	3. What is your licensed capacity for each age group?	4. What is your enrollment for each age group?	5. If you are less than full capacity please tell us why:
Infants (6 weeks – 18 mos.)			
Toddlers (12 mos. – 3 years)			
Preschool (30 mos. – 5 years)			6. How many of your staff are Teach Early Childhood Scholarship recipients? _____
School age (6 years – 12 years)			

CENTER STAFFING

Please write in the NUMBER of directors, assistant/program directors, teacher/group leaders, and assistants/aids that you employ or use at your center. Use the "Other' box for any other staff that

	Directors	Assistant/Program Director	Teachers/Group Leaders	Assistants/Aids	Other:_____
7. Paid Full-					
8. Paid Part-					
9. Volunteer					
10. Vacant					

STAFF SALARIES

Please write in the HOURLY entry-level, average, & highest wages per paid staff category. If salaried, divide annual salary by 2080 to convert to an hourly rate.

	Director	Assistant/Program Director	Teacher/ Group Leader	Assistant/Aid	Other:_____
11. Entry-level Wage	$	$	$	$	$
12. Average Wage	$	$	$	$	$
13. Highest Wage	$	$	$	$	$

PAID BENEFITS

Completely fill in one circle per line for full-time staff; one circle per line for part-time

	Full-time Staff				Part-time Staff			
	Fully paid	Partially paid	Available	Not available	Fully paid	Partially paid	Available not	Not available
14. Individual Health	O	O	O	O	O	O	O	O
15. Family Health	O	O	O	O	O	O	O	O
16. Individual Dental	O	O	O	O	O	O	O	O
17. Family Dental	O	O	O	O	O	O	O	O
18. Life Insurance	O	O	O	O	O	O	O	O

19. Retirement Plan	O	O	O	O	O	O	O	O
20. Continuing Education	O	O	O	O	O	O	O	O
21. Care for Employee's	O	O	O	O	O	O	O	O
22. Other:	O	O	O	O	O	O	O	O

PAID TIME OFF

Please write in the number of paid days off per year for employee categories noted.

	Full-time (35 +	Half-time (20	Less Than Half-time
23. Paid Vacation Days per Year			
24. Paid Sick Days per Year			
25. Paid Family Leave Days per			
26. Other:			

PROFESSIONAL SUPPORT TIME

Please estimate the amount of non-direct care time available for each function by type of

	Director	Assist/Program Director	Teacher/ Group	Assistant/Aid	Other:_____
27. Paid Planning Hours per Week					
28. Paid Parent Conference Hours per					
29. Paid Continuing Education Days					
30. Other:					

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DIRECTOR and STAFF QUALIFICATIONS

Please fill in the NUMBER of childcare provider staff that you have in each staff category listed.	31.Years of Child Care					32. Education							33. Child Care Certification				34. Years at This Center				
	Less than 1 year	1 to 2 years	3 to 5 years	6 to 10 years	More than 10 yrs	Some high school	H.S. Grad or GED	Some college	AA or AS degree in ECE or related field	AA or AS degree in non-ECE field	BA or BS degree in ECE or related field	BA or BS degree in non-ECE field	Graduate degree	Director Certificate	Group Leader Certificate	CDA	6 or more non-credit ECE hours per year	Less than 6 months	7 to 11 months	1 to 2 years	3 to 5 years	More than 5 years
Director																						
Assistant/Prog. Director																						
Teachers/Group Leaders																						
Assistants/Aids																						
Other:_____																						

DIRECTOR and STAFF CHARACTERISTICS

Please fill in the NUMBER of childcare provider staff	35. Age					36. Race/Ethnicity				37. Gender		38. Staff in Subsidized Programs		
	Under 20	20 to 30	31 to 40	41 to 50	Over 50	White	Black	Hispanic	Other: ____ ____	Female	Male	TANF/ Welfare recipient	CCAP recipient	Other: ____ ____
Director														
Assistant/Prog. Director														
Teachers/Group Leaders														
Assistants/Aids														
Other:_____ ____														

DIRECTOR and STAFF RESPONSIBILITIES

Roughly estimate the amount of time that you and your staff spend WEEKLY in the following

Activity	Percent of time spent doing each activity:			
	Director	Assistant/ Program	Teacher/Group Leader	Assistant/Aid
39. Doing administrative or paper	%	%	%	%
40. Providing direct child care	%	%	%	%
41. Interacting with parents	%	%	%	%
42. Training staff	%	%	%	%
43. Planning	%	%	%	%
44. Receiving continuing education	%	%	%	%
45. Other:	%	%	%	%
TOTAL	100 %	100 %	100 %	100 %

STAFFING RETENTION/MAINTENANCE

	Full-time (35+	Part-time
46. How many staff did you have 12 months ago?		
47. How many staff do you currently have?		
48. How many current staff are the same as those you had 12 months ago?		

49. Please explain any major expansion or contraction:

50. Do you use substitutes? O yes O no

If yes, where do you get them?

DIRECTOR'S THOUGHTS

51. In one sentence, please describe your philosophy for caring for young children:

52. Please list the three critical characteristics that anyone who works with children should possess:

a. _____

b. _____

c. _____

53. Why do you work in childcare?

54. Do you ever consider leaving the field? If yes, why?

55. What is your greatest challenge as a director of a childcare center?

56. What is your greatest reward?

57. What three things could most improve the care of children in childcare centers?

a. _____

b. _____

c. _____

CORRA "WHO'S WATCHING OUR KIDS?" Staff Survey

2/28/00

Answer the following questions by completely filling in the circle of your answer choice with pen or pencil.

Employment

1. How many hours do you work per week?
O more than 40
O 40
O 35 to 40
O 20 to 34
O less than 20

2. What position do you currently hold?
O teacher
O head teacher
O group leader
O assistant/aid
O other:_____

3. How many years have you been a child care provider?
O less than 1 year
O 1 to 2 years
O 3 to 5 years
O 6 to 10 years
O more than 10 years

4. How long have you worked for your current employer?
O less than 6 mos.
O 7 to 11 mos.
O 1to 2 years
O 3 to 5 years
O more than 5 yrs.

5. How many different child care jobs have you had? ____

6. How often do you switch jobs? ____ Yrs

Education

7. What is your highest level of education?
O (currently in college)
O some H. S.
O H.S. grad or GED
O some college
O AA/AS in ECE
O AA/AS in non-ECE
O BA/BS in ECE
O BA/BS in non-ECE
O Graduate work
O Master's degree

8. Which of the following do you:

have?	working on?	
O	O	Group leader
O	O	Director certificate
O	O	CDA
O	O	Other:_____

9. How many workshop hours do you take per year?
O none
O 1 to 12 hours
O more than 12 hr

The following questions have to do with satisfaction with your child care job and the stress and rewards from doing your job. Please answer if these statements are true, more true than false, more false than true, or false.		True	More True than False	More False than True	False
Satisfaction	10. I am satisfied with chances for career development on my job.	O	O	O	O
	11. If I had to choose again, I probably would get into some other	O	O	O	O
	12. I am satisfied with my current benefits package.	O	O	O	O
	13. I am satisfied with the pay I receive for the position I hold.	O	O	O	O
	14. I am provided with the proper training required to do my child	O	O	O	O
Job Stress	15. I think I could do a better job if I didn't have so much to do all	O	O	O	O
	16. I enjoy the day to day activities that make up my child care	O	O	O	O
	17. I have too much responsibility for too little pay on my child	O	O	O	O
	18. I feel supported by other child care providers I know.	O	O	O	O
	19. I frequently think about quitting my child care job.	O	O	O	O
Personal Reward	20. My child care job allows me to do important and meaningful	O	O	O	O
	21. My child care job makes good use of my skills and abilities.	O	O	O	O
	22. I receive adequate recognition for the child care work I do.	O	O	O	O
	23. My child care job requires me to keep learning new things.	O	O	O	O
	24. My child care job is too easy and boring.	O	O	O	O

Demographics

Finally, a few important, but optional, questions:

25. How old are you? ____

26. What was your annual household income in 1999?

27. What is your race/ethnicity?
O White O Black O Hispanic O Other

O less than $20,000 O $51,000 to $65,000
O $21,000 to $35,000 O $66,000 to $75,000
O $36,000 to $50,000 O greater than $75,000

28. How much do you earn per hour in your child care job?

29. In which county do you work?

$.

30. Which of the following best describes your location? (mark only one)
O Denver Metro O Front-range, non Denver Metro O Eastern Plains O Western Slope O

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31. What was your last job and why did you leave?

32. Why did you take your current job?

33. What do you like best about being a child care provider?

34. What do you like least about being a child care provider?

35. What is your approach (philosophy) toward caring for children?

36. What makes you well-suited to care for children?

37. What would help you be an even better provider?

38. What are your future career and educational goals?

39. What three things could be done to improve child care in Colorado?	40. What can CORRA and your R&R do to improve the quality of child care in Colorado?
1. 2. 3.	

Center provider

CORRA "WHO'S WATCHING OUR KIDS?" Home Provider Survey 2/28

Answer the following questions by completely filling in the circle of your answer choice with pen or pencil.

Employment

1. How many hours do you work per week?	2. How many years have you worked in the child care field?	3. How long have you had your own child care business?	4. Which of the following do you have?	Who provides? Self	Who provides? Spouse/other
O more than 40 O 40 O 35 to 40	O less than 1 year O 1 to 2 years O 3 to 5 years O 6 to 10 years O more than 10	O less than 6 mos. O 7 to 11 mos. O 1 to 2 years O 3 to 5 years	O health insurance (self) O health insurance O dental insurance (self) O dental insurance O disability insurance O life insurance O retirement plan	O O O O O O O	O O O O O O O

5. Do you provide evening care? O yes

6. Do you provide weekend care? O yes

7. Have you ever been employed by a licensed child care center? O no O yes

Education

8. What is your highest level of education? (O currently in college)		9. Which of the following do you			10. How many workshop hours do you take per year?
O some H. S.	O BA/BS in ECE	have?	working on?		O none
O H.S. grad or GED	O BA/BS in non-ECE	O	O	group leader	O 1 to 12 hours
O some college	O Graduate work	O	O	director certificate	O more than 12 hrs.
O AA/AS in ECE	O Master's degree	O	O	CDA	
O AA/AS in non-ECE		O	O	Other:_____	

The following questions have to do with satisfaction with your child care job and the stress and rewards from doing your job. Please answer if these statements are true, more true than false, more false than true, or false.	True	More True than False	More False than True	False
Satisfaction				
11.I am satisfied with chances for career development as a home	O	O	O	O
12.If I had to choose again, I probably would get into some other	O	O	O	O
13.I have the insurance benefits I need.	O	O	O	O
14.I am satisfied with the pay I receive for the care that I provide.	O	O	O	O

	15.I have appropriate training to do my child care job.	O	O	O	O
Job Stress	16.I think I could do a better job if I didn't have so much to do all	O	O	O	O
	17.I enjoy the day to day activities that make up my child care job.	O	O	O	O
	18.I have too much responsibility for too little pay on my child care	O	O	O	O
	19.I feel supported by other child care providers I know.	O	O	O	O
	20.I frequently think about quitting my child care business.	O	O	O	O
Personal Reward	21.My child care business allows me to do important and	O	O	O	O
	22.My child care business makes good use of my skills and	O	O	O	O
	23.I am proud to tell people that I have my own child care	O	O	O	O
	24.My child care business requires me to keep learning new	O	O	O	O
	25.My child care business is too easy and boring.	O	O	O	O

Demographics

Finally, a few important, but optional, questions:

26. How old are you? ____

27.What was your annual household income in 1999?

O less than $20,000 O $21,000 to $35,000 O $36,000 to $50,000 O $51,000 to $65,000 O $66,000 to $75,000 O greater than $75,000

28. What is your race/ethnicity?

O White O Black O Hispanic O Other

29. How much do you earn per hour in your child care job?

$ ____ . ____

30. In which county is your child care business? ____

31.Which of the following best describes your location? (mark only one)

O Denver Metro O Front-range, non Denver Metro O Eastern Plains O Western Slope O

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32. What was your last job and why did you leave?	**33. Why did you start your own business?** **34. What happens when you are sick?**
35.What do you like best about being a child care provider?	**36. What do you like least about being a child care provider?**

37. What is your approach (philosophy) toward caring for children?	38. What makes you well-suited to care for children?
39. What would help you be an even better provider?	40. What are your future career and educational goals?
41. What three things could be done to improve child care in Colorado? 1. 2. 3.	42. What can CORRA and your R&R do to improve the quality of child care in Colorado?

Home provider

Script for CORRA Child Care Provider Interviews

Prior to Interview

Introduction

Hi, my name is _____. I have been hired by CORRA to conduct a survey of childcare providers in Colorado. I am calling providers like yourself throughout the state. You are someone who was randomly selected from the list of child care providers that CORRA provided (kind of like a lottery).

Purpose

CORRA wants to understand who is providing child care to almost 200,00 children in Colorado and what they think and feel about their job. CORRA is conducting this survey in order to help policymakers in Colorado make better decisions about childcare.

Confidentiality

This interview is completely confidential. I will not be putting your name or agency's name on this survey. I really want to hear your honest and open thoughts and opinions. Do you have 15 to 20 minutes now or can I arrange to call back when it is more convenient for you? If so, when?

After Interview

Mail-out survey

In April, part of this survey will be mailed to all child care providers in the state. Please do not fill it out when you receive it. You will want to complete the incentive coupon included in the survey, however, and send it in so you will be eligible for the drawing of $250 on April 15.

Results

Results of the survey will be posted on the CORRA web site www.corra.org *by early fall 2000.*

Questions

Call Susan Grimm, the evaluator conducting survey, at (303) 388-9528 OR
Gail Wilson, Director of CORRA, at (303) 290-9088, X202